Virginia's Nursing Education Programs: 2014-2015 Academic Year

Healthcare Workforce Data Center

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Virginia Department of Health Professions

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Contents

Virginia's Nursing Education Programs		
	PN Programs	RN Programs
Mean Program Length	15 Months	29 Months
% with SACS Accreditation	42%	55%
% with NLNAC Accreditation	11%	34%
% offering Evening Courses	31%	59%
% offering Weekend Courses	17%	34%
% offering Online Courses	12%	39%
Median Clinical Experience Hours	426-450	576-600
Median Direct Client Care Hours	>400	>500
Students		
Total Applicants	5,667	17,021
% Qualified Applicants	63%	59%
Total 1st Year Students Enrolled	2,474	5,683
Mean GPA of Admitted Students	2.8	3.3
Mean Age of Admitted Students	27	28
1st Year Student Capacity	2,961	6,255
% Unfilled Capacity	15%	7%
Total Enrollment	2,597	10,293
Attrition Rate	32%	19%
Total Graduates	1,214	3,926
% Male Graduates	7%	10%
Diversity Index*	65%	46%
Faculty		
Total Faculty	411	2,115
% Full-Time Employees	50%	47%
Mean Student-to-Faculty Ratio	8.1	5.8
% Female	93%	92%
Diversity Index	44%	46%
Most Common Degree	BSN	MSN
Full-Time Turnover Rate	19%	10%
Full-Time Newly Appointed Rate	20%	14%
% with Adequate Budget for Full-Time Hiring	95%	93%
% of Full-Time Vacancies in Active Recruitment	52%	97%
% Expecting More Future Employment Disruption	6%	7%

*Diversity Index: In a random encounter between two practitioners, the likelihood that they would be of different race or ethnicity (using the categories listed in the Demographics section of the report).

Source: VA. Healthcare Workforce Data Center
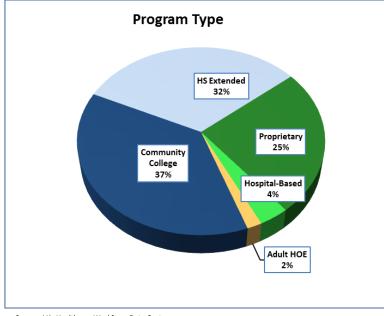
Practical Nursing Education Program

Program Structure

A Closer Look:

Program Type		
Type	**#**	**%**
Community College	21	37%
High School Extended	18	32%
Proprietary	14	25%
Hospital-Based	2	4%
Post-Secondary Adult HOE	1	2%
Total	**56**	**100%**

Source: VA. Healthcare Workforce Data Center

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Community College: 37%
HS Extended: 32%
Proprietary: 25%

Delivery Method
Semester: 91%
Trimester: 5%
Quarter: 4%
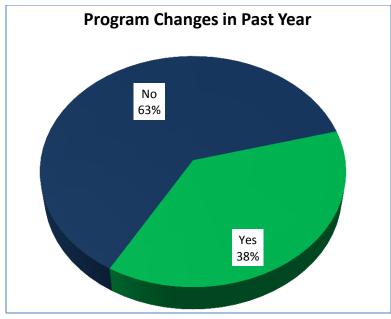
Mean Program Length
HS Extended: 18 Mos.
Adult HOE: 18 Mos.
Proprietary: 14 Mos.
Community College: 14 Mos.

Source: VA. Healthcare Workforce Data Center

There were 59 Practical Nursing (PN) Education Programs approved in Virginia during the 2014-2015 academic year. 56 of these programs responded to this year's survey.

Program Length (Months)					
Program Type	**Mean**	**Min**	**25th %**	**75th %**	**Max**
HS Extended	18	18	18	18	21
Adult HOE	18	18	18	18	18
Community College	14	12	12	15	24
Hospital-Based	12	12	12	12	12
Proprietary	14	12	14	15	16
All Programs	**15**	**12**	**12**	**18**	**24**

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year

No
63%

Yes
38%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options

Daytime Courses:	92%
Evening Courses:	31%
Weekend Courses:	17%
Online Courses:	12%

Admissions Frequency (Annual)

One:	69%
Two:	7%
Three:	5%
Four or More:	18%
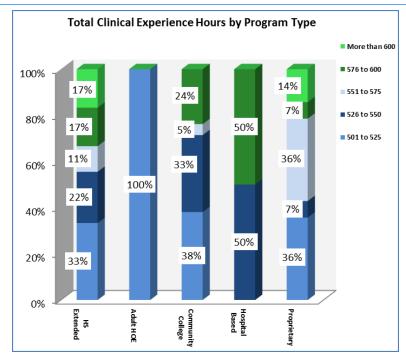
Source: VA. Healthcare Workforce Data Center

Over one-third of Virginia's PN programs initiated a change to their program within the past year. Most of these changes centered on one of two areas: curriculum change and faculty hiring. Further, one program moved to a new location and another stopped its PN certificate program.

Scheduling Option	#	%
Daytime Courses	54	92%
Evening AND Weekend Courses	9	15%
Evening Courses	7	12%
Online Courses	9	15%
Accelerated Courses	0	%
Weekend Courses	1	2%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	25	42%
Commission on Collegiate Nursing Education	CCNE	6	11%
Accrediting Council for Independent Colleges and Schools	ACICS	3	5%
Accrediting Comission of Career Schools and Colleges	ACCSC	2	3%
Accrediting Bureau of Health Education Schools	ABHES	2	3%
Council on Occupational Education	COE	1	2%

Source: VA. Healthcare Workforce Data Center

Clinical Hours

Total Clinical Experience Hours by Program Type

Legend:
- More than 600
- 576 to 600
- 551 to 575
- 526 to 550
- 501 to 525

HS Extended: 33%, 22%, 11%, 17%, 17%
Adult HOE: 100%
Community College: 38%, 33%, 5%, 24%
Hospital Based: 50%, 50%
Proprietary: 36%, 7%, 36%, 7%, 14%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

Clinical Experience:	426-450
Direct Client Care:	>400
Direct Client Care in Va.:	445
Clinical Simulation:	1-25
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

Approximately three-quarters of all PN programs in Virginia required between 400 and 475 hours of clinical experience from their students; the rest required more than 476 hours. Pursuant to 18VAC 90-20-120.E, Virginia's PN programs are required to provide 400 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	2	3%
North Carolina	2	3%
Maryland	1	2%
West Virginia	1	2%
Tennessee	1	2%
At least One	**7**	**13%**

Source: VA. Healthcare Workforce Data Center
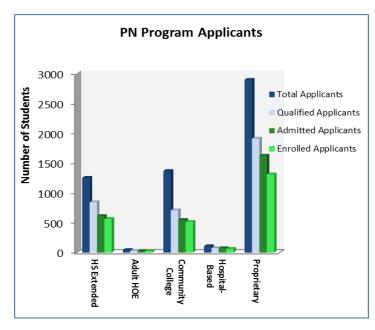
Only 7 programs offered clinical experience hours outside of Virginia. Washington, D.C. and North Carolina were the only places where clinical experience was offered by more than one program.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						
Type	Amount	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs	% of Total
Clinical Experience Hours	400 or less	0	0	0	0	0	0	**0%**
	401 to 425	6	1	8	0	5	20	**36%**
	426 to 450	4	0	7	1	1	13	**23%**
	451 to 475	2	0	1	0	5	8	**14%**
	476 to 500	3	0	5	1	1	10	**18%**
	More than 500	3	0	0	0	2	5	**9%**
	Total	**18**	**1**	**21**	**2**	**14**	**56**	**100%**
Direct Client Care Hours	300 or less	0	0	0	0	0	0	**0%**
	301 to 325	0	0	0	0	1	1	**2%**
	326 to 350	1	0	2	0	0	3	**5%**
	351 to 375	1	0	0	0	0	1	**2%**
	376 to 400	4	0	4	1	4	13	**23%**
	More than 400	12	1	15	1	9	38	**68%**
	Total	**18**	**1**	**21**	**2**	**14**	**56**	**100%**
Clinical Simulation Hours	None	5	1	6	0	1	13	**23%**
	1-25	5	0	9	1	7	22	**39%**
	26 to 50	6	0	3	0	3	12	**21%**
	51 to 75	1	0	3	0	0	4	**7%**
	76 to 100	1	0	0	1	2	4	**7%**
	More than 100	0	0	0	0	1	1	**2%**
	Total	**18**	**1**	**21**	**2**	**14**	**56**	**100%**
Clinical Observation Hours	None	3	0	11	1	7	22	**39%**
	1-25	11	1	10	1	7	30	**54%**
	26 to 50	3	0	0	0	0	3	**5%**
	51 to 75	1	0	0	0	0	1	**2%**
	76 to 100	0	0	0	0	0	0	**0%**
	Total	**18**	**1**	**21**	**2**	**14**	**56**	**100%**

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

PN Program Applicants

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants
Total:	5,667
Qualified:	3,564
Admitted:	2,887
Enrolled:	2,474
Waitlisted:	78
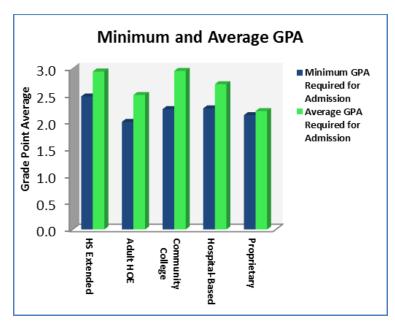
Source: VA. Healthcare Workforce Data Center

Virginia's PN programs received a total of 5,667 student applications during the 2014-2015 academic year. Less than half of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
HS Extended	1,253	842	67%	614	73%	564	92%	45%
Adult HOE	44	30	68%	26	87%	24	92%	55%
Community College	1,368	708	52%	548	77%	514	94%	38%
Hospital	108	75	69%	75	100%	62	83%	57%
Proprietary	2,894	1,909	66%	1,624	85%	1,310	81%	45%
All Programs	**5,667**	**3,564**	**63%**	**2,887**	**81%**	**2,474**	**86%**	**44%**

Source: VA. Healthcare Workforce Data Center

Out of 3,564 qualified applications, 677 did not result in an offer of admission. Lack of clinical and classroom space and the inability to expand effective program capacity were the most common reasons cited for denying admission to qualified applicants.

Background of Admitted Students

Minimum and Average GPA

Legend:
- Minimum GPA Required for Admission
- Average GPA Required for Admission

Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)

Minimum Requirement:	2.3
Student Average:	2.8

Age (mean)

Overall:	27
HS Extended:	24
Hospital-Based:	33
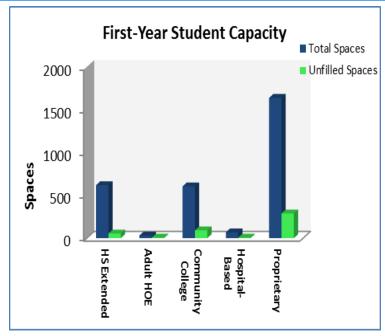
Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
High School Extended	24
Post-Secondary Adult HOE	25
Community College	28
Hospital-Based	33
Proprietary	29
All Programs	**27**

Source: VA. Healthcare Workforce Data Center

The average age of students who were admitted into Virginia's PN programs was 27. High School Extended programs had the lowest average age of admitted students at 24, while Hospital-Based programs had the highest average age of admitted students at 33.

GPA		
Program Type	Min	Avg.
High School Extended	2.5	2.9
Post-Secondary Adult HOE	2.0	2.5
Community College	2.2	2.9
Hospital-Based	2.3	2.7
Proprietary	2.1	2.2
All Programs	**2.3**	**2.8**

Source: VA. Healthcare Workforce Data Center

A typical PN program required that prospective students have a minimum GPA of 2.3, while the average GPA among admitted students was 2.8. On average, High School Extended programs had the highest minimum requirements for admission. Along with community colleges, they also had the highest GPA among admitted students.

Capacity

First-Year Student Capacity

■ Total Spaces
■ Unfilled Spaces

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 2,961
Spaces Unfilled: 445
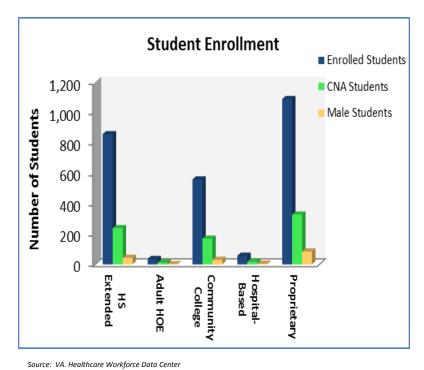
Unfilled Capacity
% of Programs: 68%
% of Total Capacity: 15%

Source: VA. Healthcare Workforce Data Center

Virginia's PN programs were able to utilize 85% of its available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. The main reason many programs cited was a lack of qualified applicants. In addition, many accepted students either chose not to enroll or quit soon after the program started. Some of the students who did not matriculate into a specific program had multiple admission offers, while others did not enter any program because of unspecified personal issues. Financial issues, relocation, timing, and failing criminal background checks were also a major problem for many admitted students who did not enroll.

Program Type	# of Programs with Unfilled Spaces		# of Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Unfilled Spaces	%		
HS Extended	8	10	54	12%	619	9%
Adult HOE	0	1	6	1%	30	20%
Community College	5	16	91	20%	605	15%
Hospital-Based	0	2	6	1%	68	9%
Proprietary	5	9	288	65%	1,639	18%
All Programs	**18**	**38**	**445**	**100%**	**2,961**	**15%**

Source: VA. Healthcare Workforce Data Center

Enrollment

Student Enrollment

Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total:	2,597
CNA:	763
Male:	162
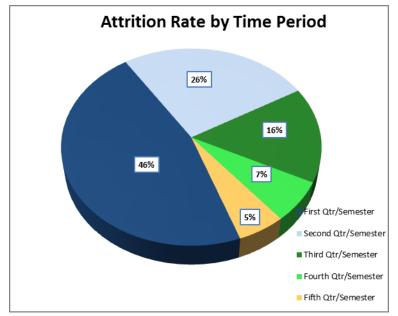
Enrollment by Program Type
Proprietary:	42%
HS Extended:	33%
Community College:	22%

Source: VA. Healthcare Workforce Data Center

A total of 2,597 students were enrolled in Virginia's PN programs during the current academic year. 29% of these students were CNAs, while 6% of enrolled students were male.

Program Type	Total Enrollment		CNA Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
HS Extended	858	33%	238	31%	43	27%
Adult HOE	35	1%	11	1%	2	1%
Community College	559	22%	169	22%	29	18%
Hospital-Based	56	2%	17	2%	4	2%
Proprietary	1,089	42%	328	43%	84	52%
All Programs	**2,597**	**100%**	**763**	**100%**	**162**	**100%**

Source: VA. Healthcare Workforce Data Center

Attrition

Attrition Rate by Time Period

- First Qtr/Semester
- Second Qtr/Semester
- Third Qtr/Semester
- Fourth Qtr/Semester
- Fifth Qtr/Semester

Source: VA. Healthcare Workforce Data Center

Quarter/ Semester/ Trimester	Number of Students	
	Count	%
First	263	46%
Second	147	26%
Third	89	16%
Fourth	38	7%
Fifth	31	5%
Total	568	100%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduation Rate

Hospital Based:	82%
Adult HOE:	70%
Community College:	51%

Attrition Rate

All Programs:	32%
Proprietary:	39%
Adult HOE:	30%
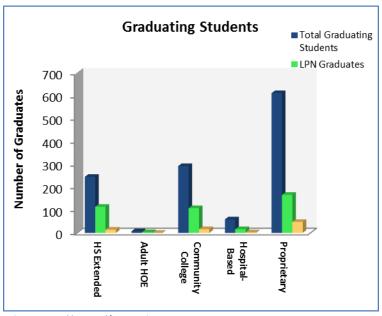
Source: VA. Healthcare Workforce Data Center

Close to half of all students who left a PN program without graduating did so during the first quarter or semester of the program.

Attrition Statistics	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Scheduled to Graduate	514	10	511	60	1,094	2,189
Graduated on Time	245	7	262	49	415	978
On-Time Graduation Rate	48%	70%	51%	82%	38%	45%
Permanently Left Program	130	3	127	7	431	698
Attrition Rate	25%	30%	25%	12%	39%	32%

Source: VA. Healthcare Workforce Data Center

Among all students who were expected to graduate during this academic year, nearly half ultimately did graduate. Meanwhile, about one-third of students expected to graduate this year permanently left their respective program instead.

Graduates

Graphing Students

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	1,214
% CNA:	34%
% Male:	7%
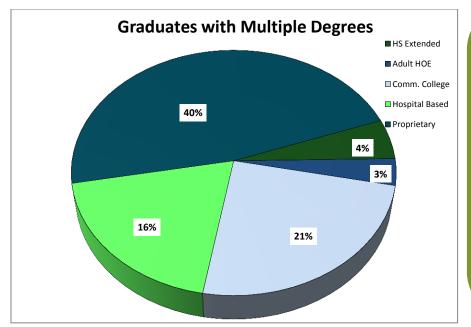
Grad. by Program Type
Proprietary:	50%
Community College:	24%
HS Extended:	20%

Source: VA. Healthcare Workforce Data Center

A total of 1,214 students graduated from Virginia's PN programs during the current academic year. 34% of these graduates were CNA students, while 7% were male. Half graduated from Proprietary PN programs.

Program Type	Total Graduates		CNA Graduates		Male Graduates	
	Count	%	Count	%	Count	%
HS Extended	245	20%	114	28%	14	18%
Adult HOE	7	1%	3	1%	0	0%
Community College	292	24%	108	27%	16	20%
Hospital-Based	59	5%	16	4%	2	3%
Proprietary	611	50%	166	41%	48	60%
All Programs	**1,214**	**100%**	**407**	**100%**	**80**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

Legend:
- HS Extended
- Adult HOE
- Comm. College
- Hospital Based
- Proprietary

40%
4%
3%
21%
16%

Source: VA. Healthcare Workforce Data Center

Six percent of all graduates from Virginia's PN programs held other non-nursing degrees.

At a Glance:

Race/Ethnicity
White:	50%
Black:	37%
Hispanic:	5%

Multi-Degree Grads.
Multi-Degree Graduates:	67
% of Total Graduates:	6%

Source: VA. Healthcare Workforce Data Center
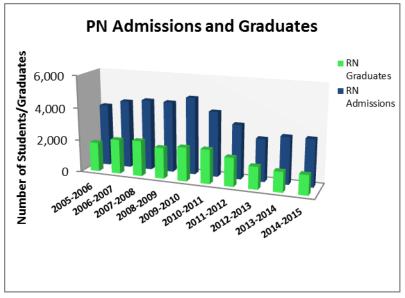
Program Type	Multi-Degree Graduates	%	% of Total Graduates
HS Extended	9	13%	4%
Adult HOE	0	0%	0%
Comm. College	17	25%	6%
Hospital Based	14	21%	24%
Proprietary	27	40%	4%
All Programs	**67**	**100%**	**6%**

Source: VA. Healthcare Workforce Data Center

Half of all graduates from Virginia's PN programs are non-Hispanic White, while more than one-third of all graduates are non-Hispanic Black.

Race/Ethnicity	HS Extended		Adult HOE		Comm. College		Hospital Based		Proprietary		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%
White	155	66%	7	100%	194	76%	38	64%	194	32%	588	50%
Black	49	21%	0	0%	44	17%	16	27%	320	52%	429	37%
Hispanic	15	6%	0	0%	8	3%	1	2%	36	6%	60	5%
Asian	5	2%	0	0%	6	2%	0	0%	19	3%	30	3%
American Indian	0	0%	0	0%	1	0%	0	0%	2	0%	3	0%
Pacific Islander	2	1%	0	0%	0	0%	0	0%	1	0%	3	0%
Two or More	5	2%	0	0%	2	1%	4	7%	13	2%	24	2%
Unknown	5	2%	0	0%	1	0%	0	0%	25	4%	31	3%
Total	236	100%	7	100%	256	100%	59	100%	610	100%	1,168	100%

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

PN Admissions and Graduates

Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 2,887
Year-over-Year Change: 0%
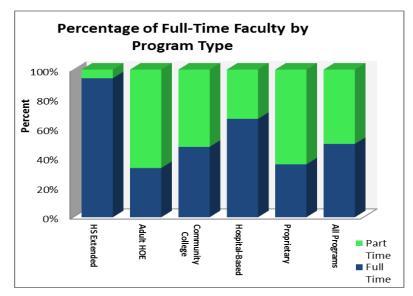
Graduates
Total: 1,214
Year-over-Year Change: -2%

Source: VA Healthcare Workforce Data Center

The number of new students who were admitted into Virginia's PN programs barely changed whereas the number of enrolled students who graduated from these programs declined by 2% during the 2014-2015 academic year.

Academic Year	PN Admissions		PN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2004-2005	3,847	-	1,804	-
2005-2006	4,206	9%	2,123	18%
2006-2007	4,376	4%	2,191	3%
2007-2008	4,358	0%	1,900	-13%
2008-2009	4,742	9%	2,072	9%
2009-2010	4,003	-16%	2,086	1%
2010-2011	3,346	-16%	1,753	-16%
2011-2012	2,614	-22%	1,371	-22%
2012-2013	2,881	10%	1,235	-10%
2013-2014	2,887	0%	1,214	-2%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Close to half of all faculty work in proprietary programs, but only 36% of those workers have full-time jobs. Only High School Extended and Hospital-Based programs have at least half of their faculty members in full-time positions.

At a Glance:

% of Total Faculty

Proprietary:	49%
Community College:	32%
HS Extended:	17%

% Full-Time

HS Extended:	94%
Hospital Based:	67%
Community College:	48%

Student-Faculty Ratio

Proprietary:	4.8
Hospital-Based:	5.7
Adult HOE:	5.8

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
HS Extended	64	31%	4	2%	68	17%	94%	8.6	12.8	15.3
Adult HOE	2	1%	4	2%	6	1%	33%	5.8	5.8	5.8
Community College	62	30%	68	33%	130	32%	48%	2.4	6.1	8.3
Hospital Based	4	2%	2	1%	6	1%	67%	5.7	5.7	5.7
Proprietary	72	35%	129	62%	201	49%	36%	3.8	4.8	6.3
All Programs	**204**	**100%**	**207**	**100%**	**411**	**100%**	**50%**	**4.8**	**8.1**	**11.0**

Source: VA. Healthcare Workforce Data Center

On average, the typical PN program had a student-to-faculty ratio of 8.1. However, four of the five program types had student-to-faculty ratios that were below the overall average, which was skewed upward by the higher mean of HS Extended programs.

Faculty Demographics

Age	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Under 25	1	0%	3	1%	4	1%	25%
25 to 34	18	9%	25	12%	43	11%	42%
35 to 44	50	25%	56	28%	106	26%	47%
45 to 54	62	30%	50	25%	112	28%	55%
55 to 64	61	30%	39	19%	100	25%	61%
65 to 74	11	5%	18	9%	29	7%	38%
75 and Over	0	0%	0	0%	0	0%	0%
Unknown	1	0%	11	5%	12	3%	8%
Total	204	100%	202	100%	406	100%	50%

Source: Va. Healthcare Workforce Data Center

A typical faculty member would be a female between the ages of 45 and 54. Only half of all faculty members held full-time positions.

At a Glance:

Gender
% Female: 93%
% Female w/ FT Job: 51%

Age
% Under 35:   12%
% Over 54:   28%

Diversity
Diversity Index (Total):   44%
Diversity Index (FT Jobs): 37%
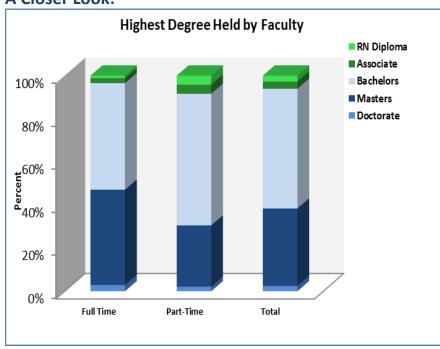
Source: VA. Healthcare Workforce Data Center

Gender	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
Male	14	7%	14	7%	28	7%	50%
Female	190	93%	185	93%	375	93%	51%
Total	204	100%	199	100%	403	100%	51%

Source: VA. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 44% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.

Race/ Ethnicity	Virginia*	Full Time		Part Time		Total		
	%	#	%	#	%	#	%	% FT
White	63%	156	76%	131	65%	287	71%	54%
Black	19%	42	21%	57	28%	99	24%	42%
Asian	6%	3	1%	5	2%	8	2%	38%
Other Race	0%	0	0%	0	0%	0	0%	0%
Two or more races	2%	1	0%	1	0%	2	0%	50%
Hispanic	9%	2	1%	1	0%	3	1%	67%
Unknown	0	0	0%	8	4%	8	2%	0%
Total	100%	204	100%	203	100%	407	100%	50%

** Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Highest Degree Held by Faculty

Legend:
- RN Diploma
- Associate
- Bachelors
- Masters
- Doctorate

Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree

BSN:	43%
Masters in Nursing:	30%
Non-Nursing Bachelors:	13%

Full-Time Employment
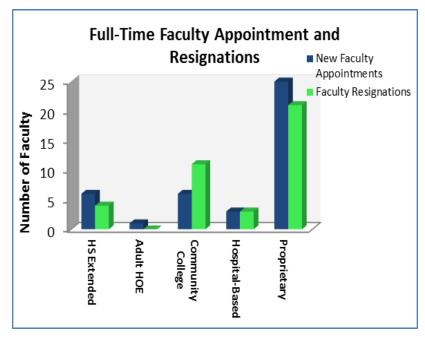
Masters in Nursing:	60%
Doctorate:	56%
Non-Nursing Masters:	50%

Source: VA. Healthcare Workforce Data Center

More than 70% of all faculty members held either a BSN or a Masters in Nursing as their highest professional degree. Of this group, 45% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	2	1%	8	4%	10	3%	20%
ASN	4	2%	8	4%	12	3%	33%
Non-Nursing Bachelors	17	10%	29	15%	46	13%	37%
BSN	68	40%	87	46%	155	43%	44%
Non-Nursing Masters	10	6%	10	5%	20	6%	50%
Masters in Nursing	66	38%	44	23%	110	30%	60%
Doctorate	5	3%	4	2%	9	2%	56%
Total	172	100%	190	100%	362	100%	48%

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

Full-Time Faculty Appointment and Resignations

- New Faculty Appointments
- Faculty Resignations

Y-axis: Number of Faculty

X-axis: HS Extended, Adult HOE, Community College, Hospital-Based, Proprietary

Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate: 19%
Newly Appointed Rate: 20%
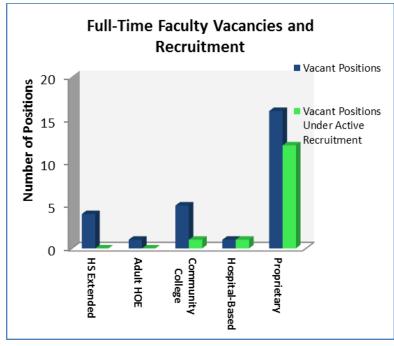
Turnover Rate
Hospital-Based: 75%
Proprietary: 29%
Community College: 18%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's PN Programs experienced a 19% turnover rate and a newly appointed faculty rate of 20% over the past year.

Full-Time Faculty	Program Type					
	HS Extended	Adult HOE	Community College	Hospital Based	Proprietary	All Programs
Total	**64**	**2**	**62**	**4**	**72**	**204**
Newly Appointed	6	1	6	3	25	41
Resignations	4	0	11	3	21	39
Turnover Rate	6%	0%	18%	75%	29%	19%
Proportion Newly Appointed	9%	50%	10%	75%	35%	20%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

Full-Time Faculty Vacancies and Recruitment

Legend:
- Vacant Positions
- Vacant Positions Under Active Recruitment

Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment

Full-Time Hiring:	52%
Part-Time Hiring:	71%

Budget Adequacy

Full-Time Hiring:	95%
Part-Time Hiring:	96%

Expected Job Disruption

Less:	47%
Same:	47%
More:	6%

Source: VA. Healthcare Workforce Data Center

A total of 14 full-time faculty positions and 15 part-time faculty positions are currently in active recruitment. Most of these jobs are needed in Proprietary programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	52	95%	48	96%
No	3	5%	2	4%
Total	**55**	**100%**	**50**	**100%**

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
HS Extended	6	38%	9	56%	1	6%	**16**	100%
Adult HOE	0	0%	1	100%	0	0%	**1**	100%
Community College	10	48%	9	43%	2	10%	**21**	100%
Hospital	0	0%	1	100%	0	0%	**1**	100%
Proprietary	9	64%	5	36%	0	0%	**14**	100%
All Programs	25	47%	25	47%	3	6%	**53**	100%

Source: VA. Healthcare Workforce Data Center

Only 6% of Virginia's PN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet their faculty needs.
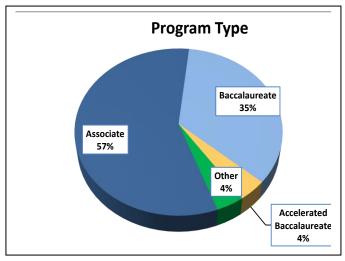
Registered Nursing Education Programs

Program Structure

A Closer Look:

Program Type		
Type	**#**	**%**
Associate	43	57%
Baccalaureate	26	35%
Accelerated Baccalaureate	3	4%
Associate Online	1	1%
Accelerated Masters	1	1%
Diploma	1	1%
Total	**75**	**100%**

Source: VA. Healthcare Workforce Data Center

Program Type

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Type
Associate: 57%
Baccalaureate: 35%
Accelerated Baccalaureate: 4%

Delivery Method
Semester: 88%
Quarters: 9%
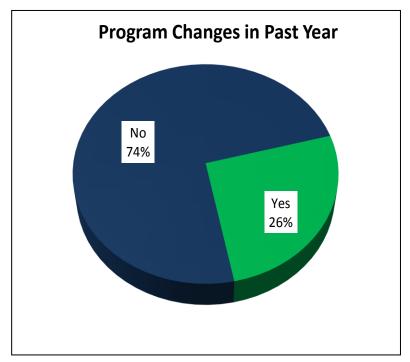
Mean Program Length
Associate: 22 Mos.
Baccalaureate: 30 Mos.
Diploma: 24 Mos.

Source: VA. Healthcare Workforce Data Center

There were 81 Registered Nursing (RN) Education Programs approved in Virginia during the 2014-2015 academic year. 27 of these programs offer a RN-to-BSN option to their students in addition to their pre-licensure program.

Program Length, Months					
Program Type	**Mean**	**Min**	**25th %**	**75th %**	**Max**
Diploma	24	24	24	24	24
Associate	22	15	20	24	34
Associate Online	24	24	24	24	24
Baccalaureate	30	18	24	36	36
Accelerated Baccalaureate	16	15	15	16	16
Accelerated Masters	24	24	24	24	24
All Programs	**29**	**15**	**23**	**36**	**36**

Source: VA. Healthcare Workforce Data Center

Program Details

Program Changes in Past Year

No
74%

Yes
26%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Schedule Options
Daytime Courses:	97%
Evening Courses:	59%
Online Courses:	39%
Weekend Courses:	34%

Admissions Frequency (Annual)
One:	39%
Two:	46%
Three:	11%
Four or More:	4%

Source: VA. Healthcare Workforce Data Center
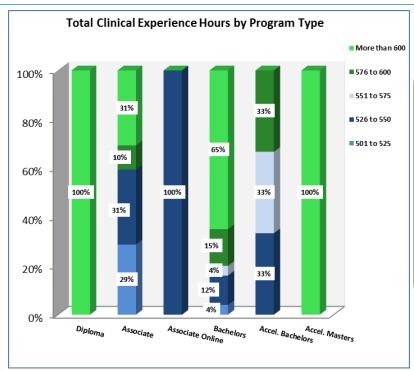
About one-quarter of all RN programs implemented a change to their nursing program in the past year. All changes relate to the curriculum.

Scheduling Option	#	%
Daytime Courses	74	97%
Evening Courses	28	37%
Online Courses	30	39%
Evening & Weekend Courses	17	22%
Accelerated Courses	17	22%
Weekend Courses	9	12%

Source: VA. Healthcare Workforce Data Center

Accreditation			
Accrediting Agency	Abbv.	#	%
Southern Association of Colleges and Schools	SACS	41	55%
Commission on Collegiate Nursing Education	CCNE	25	33%
National League for Nursing Accreditation Commission	NLNAC	24	32%
Accrediting Council for Independent Colleges and Schools	ACICS	10	13%
Accrediting Bureau of Health Education Schools	ABHES	3	4%
Council on Occupational Education	COE	1	1%
The Higher Learning Commission	HLC	1	1%
Middle States Commission on Higher Education	MSCHE	1	1%

Source: VA. Healthcare Workforce Data Center

Clinical Hours

Total Clinical Experience Hours by Program Type

Legend:
- More than 600
- 576 to 600
- 551 to 575
- 526 to 550
- 501 to 525

Source: VA. Healthcare Workforce Data Center

At a Glance:

Median Clinical Hours

Clinical Experience:	576-600
Direct Client Care:	> 500
Direct Client Care in Va.:	513
Clinical Simulation:	26-50
Clinical Observation:	1-25

Source: VA. Healthcare Workforce Data Center

More than half of all RN programs in Virginia required at least 576 total hours of clinical experience from their students. Pursuant to 18VAC 90-20-120.E, Virginia's RN programs are required to provide 500 hours of direct client care, of which 20% may be simulated.

Clinical Experiences Outside Virginia		
State	**# of Programs**	**% of Programs**
Washington, D.C.	15	20%
Maryland	5	7%
West Virginia	4	5%
North Carolina	3	4%
Tennessee	2	3%
Pennsylvania	1	1%
Kentucky	1	1%
Other[1]	5	7%
At least One	**24**	**32%**

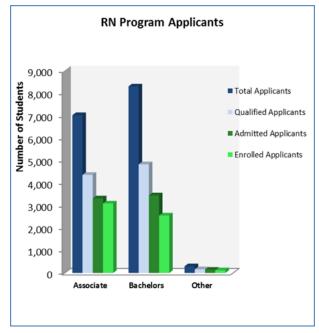*Source: VA. Healthcare Workforce Data Center*

24 programs offered clinical experience hours outside of Virginia. Washington, D.C. and Maryland were the two states in which clinical experience hours were most likely to be provided.

---

[1] Could be a combination of the states above.

Breakdown of Clinical Hours by Program Type

Clinical Hours		Program Type						All Programs
Type	Amount	Diploma	Associate	Associate Online	Baccalaureate	Accel. Baccalaureate	Accel. Masters	All Programs
Clinical Experience Hours	500 or less	0	0	0	0	0	0	0
	501 to 525	0	12	0	1	0	0	13
	526 to 550	0	13	1	3	1	0	18
	551 to 575	0	0	0	1	1	0	2
	576 to 600	0	4	0	4	1	0	9
	More than 600	1	13	0	17	0	1	32
	Total	**1**	**42**	**1**	**26**	**3**	**1**	**74**
Direct Client Care Hours	400 or less	0	0	0	0	0	0	0
	401 to 425	0	1	0	0	0	0	1
	426 to 450	0	0	0	0	0	0	0
	451 to 475	0	3	0	1	0	0	4
	476 to 500	0	6	0	3	1	0	10
	More than 500	1	33	1	22	2	1	60
	Total	**1**	**43**	**1**	**26**	**3**	**1**	**75**
Clinical Simulation Hours	None	0	5	0	2	0	0	7
	1 to 25	0	12	1	7	2	1	23
	26 to 50	1	14	0	10	1	0	26
	51 to 75	0	5	0	3	0	0	8
	76 to 100	0	6	0	2	0	0	8
	More than 100	0	1	0	2	0	0	3
	Total	**1**	**43**	**1**	**26**	**3**	**1**	**75**
Clinical Observation Hours	None	0	27	0	5	2	1	35
	1 to 25	1	14	1	9	0	0	25
	26 to 50	0	1	0	3	1	0	5
	51 to 75	0	0	0	4	0	0	4
	76 to 100	0	0	0	2	0	0	2
	More than 100	0	1	0	3	0	0	4
	Total	**1**	**43**	**1**	**26**	**3**	**1**	**75**

Source: VA. Healthcare Workforce Data Center

Student Information

Admissions

RN Program Applicants

Legend:
- Total Applicants
- Qualified Applicants
- Admitted Applicants
- Enrolled Applicants

Source: VA. Healthcare Workforce Data Center

At a Glance:

Program Applicants

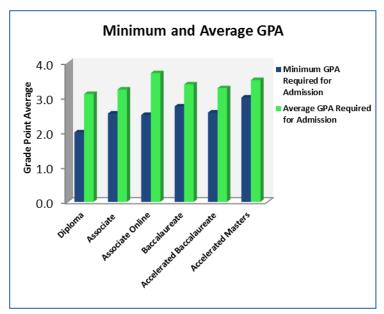|	
Total:	17,021
Qualified:	10,068
Admitted:	6,943
Enrolled:	5,683
Waitlisted:	709

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs received a total of 17,021 student applications during the 2014-2015 academic year. Approximately 33% of these applications ultimately resulted in an enrolled student.

Program Type	Applications Received	Applicants Qualified	% Qualified	Applicants Admitted	% of Qualified Admitted	Applicants Enrolled	% of Admitted Enrolled	% of Applicants Enrolled
Diploma	94	66	70%	65	98%	51	78%	54%
Associate	8,016	4,498	56%	3,292	73%	3,011	91%	38%
Assoc. Online	302	244	81%	154	63%	149	97%	49%
Baccalaureate	7,293	4,584	63%	2,880	63%	2,155	75%	30%
Accel. Baccalaureate	1,191	603	51%	494	82%	274	55%	23%
Accel. Masters	125	73	58%	58	79%	43	74%	34%
All Programs	**17,021**	**10,068**	**59%**	**6,943**	**69%**	**5,683**	**82%**	**33%**

Source: VA. Healthcare Workforce Data Center

Out of 10,068 qualified applicants, 3,125 were not given an admission offer. 18 programs cited the inability to expand effective program capacity as the main reason for failing to admit qualified applicants, while 12 programs cited the lack of clinical space. The lack of qualified faculty and student finances were also common reasons for failing to admit qualified applicants.

Background of Admitted Students

Minimum and Average GPA

Source: VA. Healthcare Workforce Data Center

At a Glance:

GPA (mean)
Minimum Requirement: 2.6
Student Average: 3.3

Age (mean)
Overall: 28
Associate: 30
Baccalaureate: 26
Diploma: 27

Source: VA. Healthcare Workforce Data Center

Average Age of Admitted Students	
Program Type	Mean
Diploma	27
Associate	30
Associate Online	28
Baccalaureate	26
Accelerated Baccalaureate	28
Accelerated Masters	30
All Programs	**28**

Source: VA. Healthcare Workforce Data Center
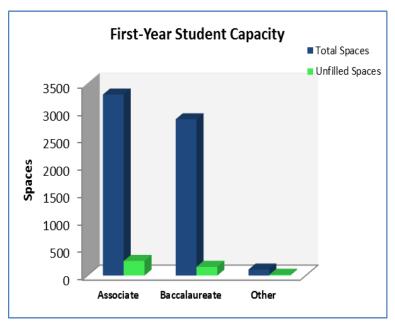
The average age of students who were admitted into Virginia's RN programs was 28. Baccalaureate programs had the lowest average age of admitted students at 26, while Associate Online programs had the highest average age of admitted students at 30.

GPA		
Program Type	Min	Avg.
Diploma	2.0	3.1
Associate	2.5	3.2
Associate Online	2.5	3.7
Baccalaureate	2.7	3.4
Accelerated Baccalaureate	2.6	3.3
Accelerated Masters	3.0	3.5
All Programs	**2.6**	**3.3**

Source: VA. Healthcare Workforce Data Center

A typical RN program required that prospective students have a minimum GPA of 2.6, while the average GPA among admitted students was 3.3. On average, Accelerated Masters programs had the highest minimum GPA requirements for admission and Associate Online programs had the highest average GPA among admitted students.

Capacity

First-Year Student Capacity

■ Total Spaces
■ Unfilled Spaces

Source: VA. Healthcare Workforce Data Center

At a Glance:

1st-Year Student Capacity
Spaces Available: 6,255
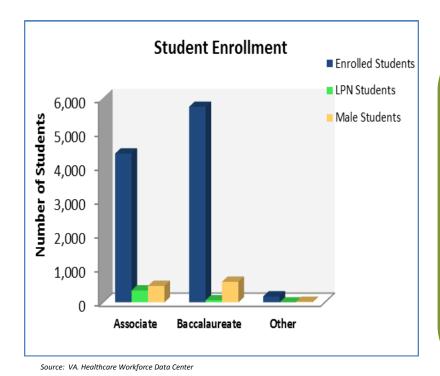Spaces Unfilled: 441

Unfilled Capacity
% of Programs: 48%
% of Total Capacity: 7%

Source: VA. Healthcare Workforce Data Center

Virginia's RN programs were able to utilize 93% of their available first-year student capacity. Programs provided a variety of reasons for explaining the cause of unfilled spaces. One of the most common explanations was the lack of qualified applicants. Many programs also had admitted students who chose not to enroll and enrolled students who either failed to show up or dropped out soon after classes started. Some of these students went to other programs, while others chose not to attend any program because of financial or other personal difficulties.

Program Type	# of Programs with Unfilled Spaces		Unfilled Spaces		Total Spaces	% of Total Capacity
	No	Yes	Number	%		
Diploma	0	1	13	3%	64	20%
Associate	19	22	266	60%	3,138	8%
Associate Online	1	0	0	0%	160	0%
Baccalaureate	15	11	159	36%	2,543	6%
Accelerated Baccalaureate	3	0	0	0%	305	0%
Accelerated Masters	0	1	3	1%	45	7%
All Programs	**38**	**35**	**441**	**100%**	**6,255**	**7%**

Source: VA. Healthcare Workforce Data Center

Enrollment

Source: VA. Healthcare Workforce Data Center

At a Glance:

Enrollment
Total: 10,293
LPN: 410
Male: 1,105
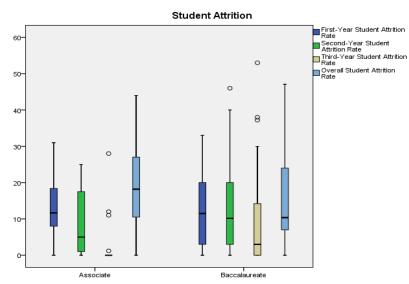
Enrollment by Program Type
Baccalaureate: 51%
Associate: 42%
Accel. Baccalaureate: 5%

Source: VA. Healthcare Workforce Data Center

Over 10,000 students were enrolled in Virginia's RN programs during the current academic year. 4% of these students are LPNs, while 11% of enrolled students are male.

Program Type	Total Enrollment		LPN Enrollment		Male Enrollment	
	Count	%	Count	%	Count	%
Diploma	98	1%	0	0%	8	1%
Associate	4,310	42%	345	84%	480	43%
Associate Online	63	1%	4	1%	3	0%
Baccalaureate	5,247	51%	61	15%	539	49%
Accelerated Baccalaureate	500	5%	0	0%	65	6%
Accelerated Masters	75	1%	0	0%	10	1%
All Programs	**10,293**	**100%**	**410**	**100%**	**1,105**	**100%**

Source: VA. Healthcare Workforce Data Center

Attrition

Student Attrition

Legend:
- First-Year Student Attrition Rate
- Second-Year Student Attrition Rate
- Third-Year Student Attrition Rate
- Overall Student Attrition Rate

Source: VA. Healthcare Workforce Data Center

At a Glance:
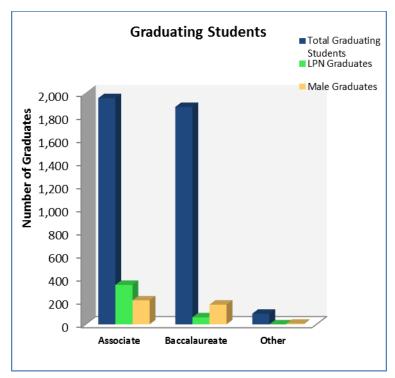
Attrition Rate
1st Year Avg.:	17%
2nd Year Avg.:	11%
3rd Year Avg.:	8%
Overall Avg.:	19%

Attrition by Program Type
Associate Online:	44%
Associate:	24%
Baccalaureate:	13%

Source: VA. Healthcare Workforce Data Center

Type	Year	Avg	Min	Max	Missing
Diploma	1st Year Attrition	3%	3%	3%	0
	2nd Year Attrition	2%	2%	2%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	**2%**	**2%**	**2%**	**1**
Associate	1st Year Attrition	23%	0%	72%	2
	2nd Year Attrition	12%	0%	61%	2
	3rd Year Attrition	5%	0%	49%	23
	Overall Attrition	**24%**	**0%**	**67%**	**4**
Online Associate	1st Year Attrition	26%	26%	26%	0
	2nd Year Attrition	19%	19%	19%	0
	3rd Year Attrition	11%	11%	11%	0
	Overall Attrition	**44%**	**44%**	**44%**	**0**
Baccalaureate	1st Year Attrition	11%	0%	33%	0
	2nd Year Attrition	12%	0%	46%	0
	3rd Year Attrition	12%	0%	53%	6
	Overall Attrition	**13%**	**1%**	**47%**	**0**
Accelerated Baccalaureate	1st Year Attrition	7%	2%	11%	0
	2nd Year Attrition	7%	1%	17%	0
	Third Year Attrition	0%	0%	0%	1
	Overall Attrition	**8%**	**0%**	**17%**	**0**
Accelerated Masters	1st Year Attrition	2%	0%	2%	0
	2nd Year Attrition	0%	0%	0%	0
	3rd Year Attrition	0%	0%	0%	1
	Overall Attrition	**1%**	**1%**	**1%**	**0**
Total	**1st Year Attrition**	**17%**	**0%**	**72%**	**2**
	2nd Year Attrition	**11%**	**0%**	**61%**	**2**
	3rd Year Attrition	**8%**	**0%**	**53%**	**33**
	Overall Attrition	**19%**	**0%**	**67%**	**5**

Source: VA. Healthcare Workforce Data Center

The overall attrition rate across all program types was 19%. Associate Online programs had the highest overall attrition rate, with nearly one-half of all students leaving the program. Associate programs had an attrition rate of 24%, while Accelerated Masters programs had the lowest overall attrition rate at 1%.

Graduates

Graduating Students

Source: VA. Healthcare Workforce Data Center

At a Glance:

Graduates
Total:	3,926
% LPN:	10%
% Male:	10%
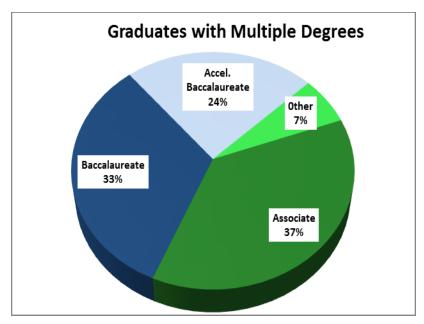
Grad. by Program Type
Associate:	49%
Baccalaureate:	41%
Accel. Baccalaureate:	7%

Source: VA. Healthcare Workforce Data Center

A total of 3,926 students graduated from Virginia's RN programs during the current academic year. 10% of these graduates were LPN students and another 10% were male. About half of all graduating students came from Associate programs.

Program Type	Total Graduates		LPN Graduates		Male Graduates	
	Count	%	Count	%	Count	%
Diploma	56	1%	0	0%	2	1%
Associate	1,929	49%	337	84%	206	54%
Associate Online	26	1%	4	1%	1	0%
Baccalaureate	1,622	41%	61	15%	138	36%
Accelerated Baccalaureate	257	7%	0	0%	32	8%
Accelerated Masters	36	1%	0	0%	4	1%
All Programs	**3,926**	**100%**	**402**	**100%**	**383**	**100%**

Source: VA. Healthcare Workforce Data Center

Background of Graduates

Graduates with Multiple Degrees

- Accel. Baccalaureate 24%
- Other 7%
- Baccalaureate 33%
- Associate 37%

Source: VA. Healthcare Workforce Data Center

At a Glance:

Race/Ethnicity
White:	71%
Black:	18%
Asian:	5%
Hispanic:	5%

Multi-Degree Grads.
Multi-Degree Graduates:	1,019
% of Total Graduates:	26%

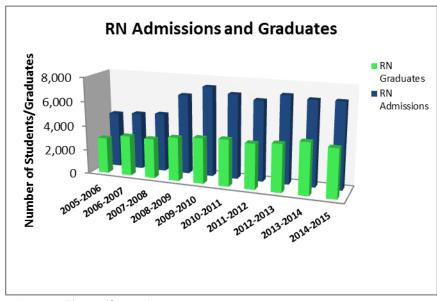*Source: VA. Healthcare Workforce Data Center*

Over a quarter of graduates from Virginia's RN programs held other non-nursing degrees.

Program Type	Multi-Degree Graduates	%	% of Total Graduates
Diploma	18	2%	32%
Associate	376	37%	19%
Associate Online	13	1%	50%
Baccalaureate	333	33%	21%
Accel. Baccalaureate	243	24%	95%
Accel. Masters	36	4%	100%
All Programs	1,019	100%	26%

Source: VA. Healthcare Workforce Data Center

71% of all graduates from Virginia's RN programs are non-Hispanic White, while 18% of all graduates are non-Hispanic Black.

Race/ Ethnicity	Diploma		Associate		Associate Online		BSN		Accel. BSN		Accel. Masters		All Programs	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
White	41	68%	1,115	69%	18	69%	1,044	66%	155	63%	31	86%	2,404	67%
Black	5	8%	316	20%	3	12%	265	17%	32	13%	3	8%	624	17%
Hispanic	5	8%	60	4%	3	12%	91	6%	18	7%	1	3%	178	5%
Asian	1	2%	59	4%	0	0%	96	6%	22	9%	0	0%	178	5%
American Indian	0	0%	5	0%	1	4%	7	0%	3	1%	1	3%	17	0%
Pacific Islander	0	0%	2	0%	0	0%	4	0%	2	1%	0	0%	8	0%
Two or More	4	7%	35	2%	1	4%	35	2%	9	4%	0	0%	84	2%
Unknown	4	7%	23	1%	0	0%	45	3%	6	2%	0	0%	78	2%
Total	60	100%	1,615	100%	26	100%	1,587	100%	247	100%	36	100%	3,571	100%

Source: VA. Healthcare Workforce Data Center

Long-Term Trends

RN Admissions and Graduates

Source: VA. Healthcare Workforce Data Center

At a Glance:

Admissions
Total: 6,943
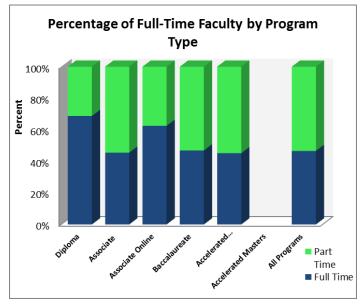Year-over-Year Change: 0%

Graduates
Total: 3,926
Year-over-Year Change: -6%

Source: VA. Healthcare Workforce Data Center

Admission to Virginia's RN programs barely changed during the academic year, whereas the number of graduates decreased by 6%. However, the number of graduates is still the second highest in the past decade.

Academic Year	RN Admissions		RN Graduates	
	Count	Year-over-Year Change	Count	Year-over-Year Change
2005-2006	4,528	-	2,909	-
2006-2007	4,671	3%	3,265	12%
2007-2008	4,799	3%	3,228	-1%
2008-2009	6,526	36%	3,536	10%
2009-2010	7,338	12%	3,698	5%
2010-2011	6,898	-6%	3,788	2%
2011-2012	6,562	-5%	3,660	-3%
2012-2013	7,115	8%	3,845	5%
2013-2014	6,912	-3%	4,186	9%
2014-2015	6,943	0%	3,926	-6%

Source: VA. Healthcare Workforce Data Center

Faculty Information

Employment

Percentage of Full-Time Faculty by Program Type

Source: VA. Healthcare Workforce Data Center

Over half of all RN program faculty work at Baccalaureate programs, while about one-third work for Associate programs. In total, Virginia's RN programs employed 2,115 faculty members, 47% of whom are full-time workers.

At a Glance:

% of Total Faculty

Baccalaureate:	55%
Associate:	33%
Accel. Baccalaureate:	10%

% Full-Time

Overall:	47%
Diploma:	69%
Associate Online:	63%

Mean Student-Faculty Ratio

Overall:	5.8
Associate:	6.6
Diploma:	6.1

Source: VA. Healthcare Workforce Data Center

Program Type	Full Time		Part Time		Total			Student-to-Faculty Ratio		
	#	%	#	%	#	%	% FT	25th %	Mean	75th %
Diploma	11	1%	5	0%	16	1%	69%	6.1	6.1	6.1
Associate	321	33%	384	34%	705	33%	46%	3.1	6.6	7.6
Associate Online	15	2%	9	1%	24	1%	63%	2.6	2.6	2.6
Baccalaureate	541	55%	612	54%	1,153	55%	47%	3.1	5.1	6.5
Accelerated Baccalaureate	98	10%	119	11%	217	10%	45%	1.9	2.4	0.0
Accelerated Masters	-	-	-	-	-	-	-	-	-	-
All Programs	986	100%	1,129	100%	2,115	100%	47%	2.8	5.8	7.2

Source: VA. Healthcare Workforce Data Center

On average, the typical RN program had a student-to-faculty ratio of 5.8. Associate programs had an average student-to-faculty ratio of 6.6, while Diploma programs had an average student-to-faculty ratio of 6.1.

Faculty Demographics

Age	Full Time		Part Time		Total			
	#	%	#	%	#	%	% FT	
Under 25	1	0%	4	0%	5	0%	20%	
25 to 34	52	6%	110	11%	162	8%	32%	
35 to 44	144	16%	231	22%	375	20%	38%	
45 to 54	239	27%	275	27%	514	27%	46%	
55 to 64	317	36%	182	18%	499	26%	64%	
65 to 74	66	7%	59	6%	125	7%	53%	
75 and Over	4	0%	2	0%	6	0%	67%	
Unknown	61	7%	174	17%	235	12%	26%	
All Programs	884	100%	1,037	100%	1,921	100%	46%	

Source: VA. Healthcare Workforce Data Center

92% of all faculty are female, and over half are between the ages of 45 and 64. In addition, nearly half of all faculty currently hold full-time jobs.

At a Glance:

Gender
% Female: 92%
% Female w/ FT Job: 47%

Age
% Under 35:   8%
% Over 54:   33%

Diversity
Diversity Index (Total):   46%
Diversity Index (FT Jobs): 33%

Source: VA. Healthcare Workforce Data Center

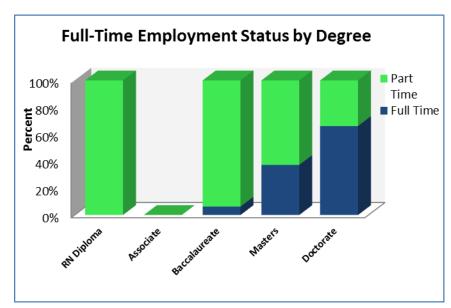| Gender	Full Time		Part Time		Total			
	#	%	#	%	#	%	% FT	
Male	40	5%	63	6%	103	5%	39%	
Female	810	95%	911	89%	1,721	92%	47%	
Unknown	0	0%	50	5%	50	3%	0%	
Total	850	100%	1,024	100%	1,874	100%	45%	

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two faculty members, there is a 46% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.

Race/ Ethnicity	Virginia*	Full Time		Part Time		Total			
	%	#	%	#	%	#	%	% FT
White	63%	717	81%	686	66%	1403	73%	51%
Black	19%	114	13%	148	14%	262	14%	44%
Asian	6%	24	3%	45	4%	69	4%	35%
Other Race	0%	2	0%	9	1%	11	1%	18%
Two or more races	2%	2	0%	9	1%	11	1%	18%
Hispanic	9%	20	2%	14	1%	34	2%	59%
Unknown	0	5	1%	126	12%	131	7%	4%
Total	100%	884	100%	1,037	100%	1,921	100%	46%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: VA. Healthcare Workforce Data Center

Faculty Educational Background

A Closer Look:

Full-Time Employment Status by Degree

Source: VA. Healthcare Workforce Data Center

At a Glance:

Degree
MSN:	66%
Doctorate:	17%
BSN:	12%

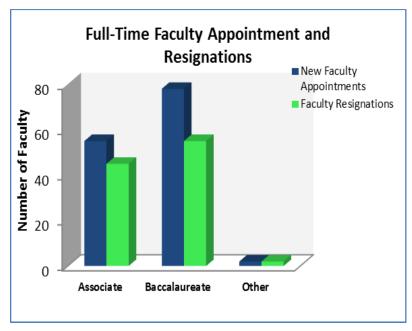**Full-Time Employment**
Overall:	39%
Doctorate:	66%
Non-Nursing Doctorate:	65%
Masters in Nursing:	38%

Source: VA. Healthcare Workforce Data Center

66% of all faculty members held a MSN as their highest professional degree, while nearly 17% held a doctorate. Among all faculty, close to 40% were employed on a full-time basis.

Highest Degree	Full Time		Part Time		Total		
	#	%	#	%	#	%	% FT
RN Diploma	0	0%	2	0%	2	0%	0%
ASN	0	0%	0	0%	0	0%	0%
Non-Nursing Bachelors	0	0%	1	0%	1	0%	0%
BSN	11	2%	165	18%	176	12%	6%
Non-Nursing Masters	8	1%	28	3%	36	2%	22%
Masters in Nursing	367	63%	605	67%	972	66%	38%
Non-Nursing Doctorate	28	5%	15	2%	43	3%	65%
Doctorate	167	29%	85	9%	252	17%	66%
Total	**581**	**100%**	**901**	**100%**	**1,482**	**100%**	**39%**

Source: VA. Healthcare Workforce Data Center

Faculty Appointments and Resignations

Full-Time Faculty Appointment and Resignations

- New Faculty Appointments
- Faculty Resignations

Source: VA. Healthcare Workforce Data Center

At a Glance:

Full-Time Faculty
Turnover Rate: 10%
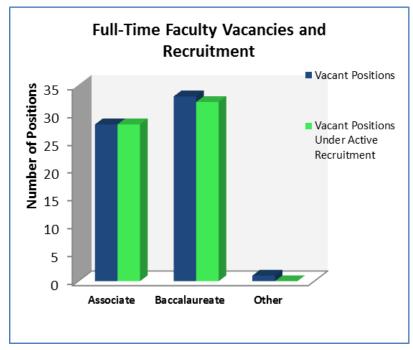Newly Appointed Rate: 14%

Turnover Rate
Diploma: 18%
Associate: 14%
Baccalaureate: 9%

Source: VA. Healthcare Workforce Data Center

Among full-time faculty, Virginia's RN programs experienced a 10% turnover rate and a newly appointed faculty rate of 14% over the past year.

Full-Time Faculty	Program Type						
	Diploma	ASN	Online ASN	BSN	Accel. BSN	Accel. Masters	All Programs
Total	**11**	**321**	**15**	**541**	**98**	**-**	**986**
Newly Appointed	2	51	4	72	6	-	135
Resignations	2	45	0	47	8	-	102
Turnover Rate	18%	14%	0%	9%	8%	-	10%
Proportion Newly Appointed	18%	16%	27%	13%	6%	-	14%

Source: VA. Healthcare Workforce Data Center

Future Faculty Requirements

Full-Time Faculty Vacancies and Recruitment

Source: VA. Healthcare Workforce Data Center

At a Glance:

Active Recruitment

% of FT Vacancies:	97%
% of PT Vacancies:	121%

Budget Adequacy

Full-Time Hiring:	93%
Part-Time Hiring:	97%

Expected Job Disruption

Less:	43%
Same:	49%
More:	9%

Source: VA. Healthcare Workforce Data Center

A total of 68 full-time faculty positions and 46 part-time faculty positions are currently in active recruitment. Most of the full-time jobs are needed in Baccalaureate programs, whereas part-time job need is highest in Associate programs.

Adequate Faculty Budget?	Full Time		Part Time	
	#	%	#	%
Yes	64	93%	66	97%
No	5	7%	2	3%
Total	69	100%	68	100%

Source: VA. Healthcare Workforce Data Center

Program Type	Next Year's Expectation for Full-Time Faculty Disruption							
	Expect Less	%	Expect Same	%	Expect More	%	Total	%
RN Diploma	0	0%	1	100%	0	0%	1	100%
Associate	19	49%	19	49%	1	3%	39	100%
Associate Online	0	0%	1	100%	0	0%	1	100%
Baccalaureate	13	52%	9	36%	3	12%	25	100%
Accelerated Baccalaureate	1	33%	1	33%	1	33%	3	100%
Accelerated Masters	0	0%	0	0%	0	0%	0	100%
All Programs	33	48%	31	45%	5	7%	69	100%

Source: VA. Healthcare Workforce Data Center

Only 7% of Virginia's RN programs expect more employment disruption among full-time faculty over the course of the next year. In addition, most programs currently have a budget of sufficient size to adequately meet both their full-time and part-time faculty needs.